



Student: **Michael Higley-Vance**

THIS FORM MUST BE COMPLETELY FILLED IN

Follow these procedures: If requested by your instructor, please include an assignment cover sheet. This will become the first page of your assignment. In addition, your assignment header should include your last name, first initial, course code, dash, and assignment number. This should be left justified, with the page number right justified. For example:

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Academic integrity: All work submitted in each course must be your own original work. This includes all assignments, exams, term papers, and other projects required by your instructor. Knowingly submitting another person's work as your own, without properly citing the source of the work, is considered plagiarism. This will result in an unsatisfactory grade for the work submitted or for the entire course. It may also result in academic dismissal from the University.

EL7002-8

Dr. Linda Collins

E-Learning Instructional Strategies

Activity #6: Justifying e-Learning

Comments:

Faculty Use Only

Michael, very impressive! Excellent organization of this site and your selection of the video is a great introduction. You have been inclusive of important information and engaging to students. Using images also helps to gain attention. Please see additional comments in the paper. Dr. Collins

Dr. Linda D. Collins 7 2.9 October 25, 2013

Part 1: Website created to justify e-Learning

<https://sites.google.com/site/justifyingelearning/home>

LCollinsAZ 10/25/13 7:27 AM

Comment [1]: learning

Part 2: Posted Discussion

Collins (2011) states that 65 percent of learning still happens in the traditional classroom environment however; this number is decreasing as online course design improves. E-learning can improve the quality of teacher instruction, student-teacher interactions, and improve student-learning outcomes (Garrison & Kanuka, 2004; Hastie, Hung, Chen, & Kinshuk 2010; Gunn & Hollingsworth, 2013). Learners today prefer an e-Learning approach to education because it is convenient and provides learning at their pace. E-learning is one way businesses can decrease overhead costs and increase employee knowledge and productivity. Many potential online learners work full time and have other responsibilities, which make it difficult to attend traditional classroom courses (Carswell & Bojanova, 2011 & Crawford-Ferre & Wiest, 2012). In an online only learning environment students will receive the same content as in traditional classrooms, and can study at a time that best meets their individual learning needs (Buraphadeja & Kumnuanta, 2011).

An e-Learning training program benefits the organizational need to evaluate and monitor employees. E-learning can be self-paced, instructor led, or even blended between synchronous and asynchronous learning opportunities and allows supervisors to monitor the progress of the employees, providing support and feedback as necessary (Read, 2008). Organizational leaders can take this as an opportunity to promote change through e learning courses.

Without the support of upper management an online training or learning program may not be beneficial, cost effective, or successful. Buy-in from upper management is important in order to gain support for any initial costs to an e-learning program. Developing and designing an online training program infrastructure, selecting a system, providing technical support, and possible tutorials is an initial cost to any organization or business. Organizational leaders need to stress the importance of e-Learning as a cost saving tool for businesses. When businesses and employees see the advantages and the importance of online training programs more and more online learning opportunities will develop.

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Comment [2]: Very true, as you will not have the budgetary support to move forward.

LCollinsAZ 10/25/13 7:30 AM

Comment [3]: In addition to initial buy-in, how might you stress the importance of continued support and professional development that is needed as well?

References

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